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Area Wage Survey Dothan, AL December 1987

U.S. Department of Labor
Bureau of Labor Statistics
Summary
February 1988

This summary presents results of a December 1987 survey of occupational wages and employee benefits in the Dothan area, which consists of Dale and Houston Counties. This is 1 of over 100 areas which the Bureau of Labor Statistics surveys annually or every other year at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 90 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 56 establishments employing 13,752 workers was

selected to represent 103 establishments employing 19,393 workers in the area. Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and insurance, health, and retirement plans for nonsupervisory production and related workers and office workers. (See table 5 for further information on the scope of the survey.)

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

Revised occupational descriptions are being introduced in this survey for computer operators.



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Table 1. Hourly earnings¹ of selected occupations in Dothan, AL, December 1987

Occupation ²	Number of workers	Hourly earnings (in dollars) ¹			Number of workers receiving straight-time hourly earnings (in dollars) of —																							
		Mean	Median	Middle range	3.35 and under 3.50	3.50	4.00	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	14.00	15.00	
						4.00	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	14.00	15.00	16.00	
Secretaries.....	72	8.71	8.50	7.69- 9.96	-	-	-	-	-	1	1	7	4	9	8	12	9	14	2	1	-	1	2	-	1	-	-	
Secretaries I.....	26	8.42	8.52	6.97- 9.96	-	-	-	-	-	1	-	6	3	3	-	-	-	13	-	-	-	-	-	-	-	-	-	
Secretaries II.....	28	8.62	8.50	8.30- 8.82	-	-	-	-	-	-	1	1	1	2	5	12	4	-	-	-	-	-	1	-	1	-	-	
Secretaries III.....	13	9.14	9.25	-	-	-	-	-	-	-	-	-	-	3	3	-	3	-	2	1	-	-	1	-	-	-	-	
Key entry operators.....	27	7.06	6.85	6.25- 7.60	-	-	-	-	-	4	4	11	-	6	1	-	-	-	-	-	-	-	-	1	-	-	-	
Key entry operators I.....	22	7.15	6.85	6.85- 7.60	-	-	-	-	-	4	-	11	-	6	-	-	-	-	-	-	-	-	-	1	-	-	-	
Receptionists.....	7	5.96	5.40	-	-	-	-	-	4	-	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Computer operators.....	11	8.67	8.50	-	-	-	-	-	-	-	-	1	-	4	-	1	3	-	1	-	1	-	-	-	-	-	-	
Drafters.....	19	8.31	8.10	7.15- 8.38	-	-	-	-	-	-	-	4	1	1	9	2	-	-	-	-	-	-	-	2	-	-	-	
Drafters II.....	6	7.18	6.80	-	-	-	-	-	-	-	-	4	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Drafters III.....	13	8.84	8.25	-	-	-	-	-	-	-	-	-	1	1	7	2	-	-	-	-	-	-	-	2	-	-	-	
Electronics technicians.....	263	13.09	13.32	11.45-13.98	-	-	-	-	-	-	-	-	1	-	-	3	1	4	25	12	25	10	1	1	143	1	36	
Maintenance machinists.....	41	11.01	10.30	9.55-12.50	-	-	-	-	-	-	-	-	1	5	2	1	1	6	7	-	-	-	1	8	6	-	3	
Maintenance mechanics (machinery).....	84	13.32	15.89	11.45-15.97	-	-	-	-	-	-	6	2	-	-	-	-	-	-	2	30	-	-	-	-	-	-	44	
Motor vehicle mechanics.....	71	10.53	11.50	8.20-12.04	-	-	-	-	-	-	-	3	5	4	7	2	2	3	5	1	2	19	1	12	4	-	1	
General maintenance workers.....	63	6.70	6.25	5.00- 8.16	-	-	-	3	17	10	3	-	5	5	17	-	1	-	-	-	1	-	-	-	-	-	-	
Truckdrivers.....	95	11.93	11.50	8.88-15.46	-	-	-	-	1	3	-	2	5	1	-	21	2	-	2	-	2	15	-	-	-	-	41	
Material handling laborers.....	85	5.36	5.16	4.33- 6.51	-	10	16	9	16	4	3	21	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Guards.....	302	6.87	8.00	4.00- 8.01	40	33	17	2	8	-	-	-	2	7	131	10	25	17	7	3	-	-	-	-	-	-	-	
Janitors, porters, and cleaners.....	185	5.83	4.76	3.50- 7.35	7	62	16	9	16	12	1	2	31	-	-	4	5	-	1	-	-	-	2	16	-	1	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of

all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more than this rate and one-half receive the same as or less than this rate. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Middle ranges are not provided when fewer than 15 workers are reported.

² For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

**Table 2. Annual paid holidays for full-time workers in Dothan, AL,
December 1987**

Item	Production and related workers	Office workers
All full-time workers (in percent).....	100	100
In establishments not providing paid holidays.....	11	3
In establishments providing paid holidays.....	89	97
Number of holidays:		
4 holidays.....	3	1
5 holidays.....	10	10
6 holidays.....	9	22
7 holidays.....	2	2
Plus 1 half day.....	1	(1)
8 holidays.....	10	9
9 holidays.....	4	7
Plus 1 half day.....	5	6
10 holidays.....	20	14
11 holidays.....	22	22
13 holidays.....	4	5
Average number of paid holidays where provided (in days).....	8.8	8.6

¹ Less than 0.5 percent.

Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions¹ for full-time workers in Dothan, AL, December 1987

Item	Production and related workers	Office workers	Item	Production and related workers	Office workers	Item	Production and related workers	Office workers
All full-time workers (in percent).....	100	100	3 years of service:			20 years of service:		
			1 week.....	25	8	1 week.....	16	7
			Over 1 and under 2 weeks.....	7	1	2 weeks.....	8	17
			2 weeks.....	61	80	3 weeks.....	18	19
			Over 2 and under 3 weeks.....	3	9	4 weeks.....	34	40
In establishments not providing paid vacations.....	4	1				Over 4 and under 5 weeks.....	3	4
In establishments providing paid vacations.....	96	99	5 years of service:			5 weeks.....	16	12
Length-of-time payment.....	92	95	1 week.....	18	8	7 weeks.....	(*)	-
Percentage payment.....	4	4	Over 1 and under 2 weeks.....	3	1	25 years of service:		
By vacation pay provisions for: ²			2 weeks.....	59	58	1 week.....	16	7
			Over 2 and under 3 weeks.....	5	17	2 weeks.....	8	17
			3 weeks.....	11	15	3 weeks.....	18	19
6 months of service:						4 weeks.....	20	25
Under 1 week.....	21	9	10 years of service:			Over 4 and under 5 weeks.....	3	4
1 week.....	7	34	1 week.....	16	7	5 weeks.....	15	15
			2 weeks.....	15	21	6 weeks.....	15	12
			3 weeks.....	62	61	7 weeks.....	(*)	-
			Over 3 and under 4 weeks.....	3	4	30 years of service:		
			4 weeks.....	-	6	1 week.....	16	7
1 year of service:			Over 4 and under 5 weeks.....	(*)	-	2 weeks.....	8	15
1 week.....	69	38				3 weeks.....	18	22
Over 1 and under 2 weeks.....	3	4	15 years of service:			4 weeks.....	20	25
2 weeks.....	23	57	1 week.....	16	7	Over 4 and under 5 weeks.....	3	4
Over 2 and under 3 weeks.....	(*)	-	2 weeks.....	8	17	5 weeks.....	15	15
			3 weeks.....	28	26	6 weeks.....	15	12
2 years of service:			Over 3 and under 4 weeks.....	3	4	7 weeks.....	(*)	-
1 week.....	47	19	4 weeks.....	40	44	Maximum vacation available:		
Over 1 and under 2 weeks.....	6	5	6 weeks.....	(*)	-	1 week.....	16	7
2 weeks.....	43	75				2 weeks.....	8	15
Over 2 and under 3 weeks.....	(*)	-				3 weeks.....	18	22
						4 weeks.....	20	25
						Over 4 and under 5 weeks.....	3	4
						5 weeks.....	15	15
						6 weeks.....	15	12
						7 weeks.....	(*)	-

¹ Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

² Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the

changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

* Less than 0.5 percent.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Insurance, health, and retirement plans offered to full-time workers in Dothan, AL, December 1987

Item	Production and related workers	Office workers
All full-time workers (in percent).....	100	100
In establishments offering at least one of the benefits shown below ¹	96	99
Life insurance.....	92	98
Noncontributory plans.....	71	79
Accidental death and dismemberment insurance.....	74	74
Noncontributory plans.....	58	59
Sickness and accident insurance or sick leave or both.....	67	87
Sickness and accident insurance.....	52	49
Noncontributory plans.....	47	38
Sick leave (full pay and no waiting period).....	40	62
Sick leave (partial pay or waiting period).....	5	6
Long-term disability insurance.....	15	46
Noncontributory plans.....	13	35
Hospitalization insurance.....	96	99
Noncontributory plans.....	54	48
Surgical insurance.....	96	99
Noncontributory plans.....	54	48
Medical insurance.....	96	99
Noncontributory plans.....	54	48
Major medical insurance.....	95	99
Noncontributory plans.....	54	48
Dental insurance.....	45	44
Noncontributory plans.....	34	26
Health maintenance organization.....	-	-
Noncontributory plans.....	-	-
Retirement pension.....	70	77
Noncontributory plans.....	67	76

¹ Estimates listed after type of benefit are for all plans for which at least part of the cost² is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, Social Security, and railroad retirement.

Table 5. Establishments and workers within scope of survey and number studied in Dothan, AL,¹ December 1987

Industry division ^a	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
		Within scope of survey ^b	Studied	Within scope of survey			Studied ^d	
				Total ^c		Full-time production and related workers		Full-time office workers
				Number	Percent			
All divisions.....	50	103	56	19,393	100	13,174	1,453	13,752
Manufacturing.....	50	36	22	11,131	57	8,934	546	8,682
Nonmanufacturing ^e	50	67	34	8,262	43	4,240	807	5,070

¹ The Dothan area consists of Dale and Houston Counties. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1972 edition of the *Standard Industrial Classification Manual* was used to classify establishments by industry division. All government operations are excluded from the scope of the survey.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within a metropolitan area or

nonmetropolitan county) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

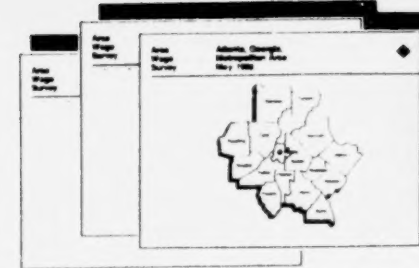
⁴ Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

⁵ Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services; automotive repair services and garages; motion pictures; membership organizations (excluding religious organizations); and miscellaneous services. Major industries excluded from this survey are agriculture, mining, construction, and some services (notably educational institutions and medical services).

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☐ Denver-Boulder, CO, Dec. 1986	3035-70	\$2.75	☐ Northeast Pennsylvania, Aug. 1987	3040-28	\$1.75	☐ Wichita, KS, Apr. 1986	3035-17	\$2.25
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